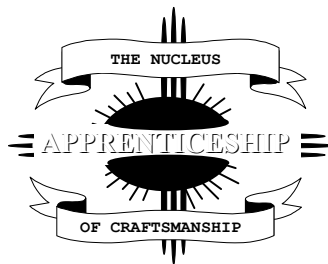




STANDARDS OF APPRENTICESHIP
adopted by

SEATTLE AUTOMOTIVE MACHINISTS APPRENTICESHIP COMMITTEE

| (sponsor) | | <u>DOT</u> | <u>Term</u> |
|--|--|-------------|-------------|
| <u>Skilled Occupational Objective(s):</u> | | | |
| AUTOMOTIVE BODY AND FENDER | | 807.381-010 | 8000 HOURS |
| AUTOMOTIVE MACHINIST (AUTOMOTIVE REPAIR SHOPS) | | 620.261-010 | 8000 HOURS |
| HEAVY DUTY EQUIPMENT MECHANIC | | 625.281-010 | 8000 HOURS |
| MACHINIST AUTOMOTIVE (MACHINE SHOPS) | | 600.280-034 | 8000 HOURS |
| TRAILER, CONTAINER AND VAN REPAIR MECHANIC | | 807.281-010 | 8000 HOURS |



APPROVED BY
Washington State Apprenticeship and Training Council
REGISTERED WITH
Apprenticeship Section of Specialty Compliance Services Division
Washington State Department Labor and Industries
Post Office Box 44530
Olympia, Washington 98504-4530

APPROVAL:

APRIL 9, 1940

Initial Approval

By: LAWRENCE CROW

Chairman of Council

JANUARY 18, 2002

Addendum Amended

By: PATRICK WOODS

Secretary of Council

JULY 18, 2003

Committee Amended

SEATTLE AUTOMOTIVE MACHINISTS APPRENTICESHIP COMMITTEE

NOTE: THE FOLLOWING ADDENDUM SHALL BE SPECIFIED TO THE INDIVIDUAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE AND ITS CRAFTS:

The following standards have been prepared by the representatives of employers and members of Automotive Machinists' Lodge No. 289, and assisted by the Apprenticeship Division, State Department of Labor and Industries. When approved by and registered with the Washington State Apprenticeship and Training Council, these standards will govern the training of apprentices in this industry.

1. **GEOGRAPHICAL AREA COVERED:**

The area to be covered by these standards shall be all of King County with the exception of employees of the City of Seattle, Snohomish, Skagit, Whatcom, Island and San Juan Counties.

2. **MINIMUM QUALIFICATIONS:**

Applicants shall meet the following minimum qualifications:

| | |
|------------|---|
| Age: | Must be a minimum of 17 years of age. |
| Education: | High school certificate or G.E.D. |
| Physical: | Must be able to meet the requirements of the trade. |
| Testing: | N/A |
| Other: | N/A |

3. **CONDUCT OF PROGRAM UNDER WASHINGTON EQUAL EMPLOYMENT OPPORTUNITY PLAN:**

A. **Select Procedures:**

1. The Seattle Automotive Machinists Local 289 and/or the Seattle Automotive Machinists Apprenticeship Committee are not in any way serving as a referral agency and persons desiring apprenticeship under the Seattle Automotive Machinists Apprenticeship Committee shall make application to an employer approved by the Apprenticeship Committee. On becoming employed, if the applicant meets all the qualifications and has completed the application in accordance with the steps outlined below, he/she is notified to appear before the Apprenticeship Committee for an interview and counseling. At the time of the interview he/she shall be informed of his/her obligation to abide by the Standards established for the trade. Upon acceptance of the applicant, the Apprenticeship Committee shall make an evaluation as to his/her ability and, with the employer's approval, place him/her in the program in the proper work experience and wage progression period and register him/her to the employer of record. He/she also is to be registered with the Washington State Apprenticeship and Training Council.

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2. The Apprenticeship Committee shall be responsible for obtaining signed agreement forms from all individual employers who hire apprentices and that the employer will comply with the State of Washington Affirmative Action Plan. Agreement forms are to be furnished by the Washington State Apprenticeship and Training Council, and these signed agreements are to be forwarded to the Washington State Apprenticeship and Training Council.
3. Applicants will be considered qualified and notified to appear for an interview when they complete the following:
 - a. Apprentice applicant to apply for an application at office of Secretary of Apprenticeship Committee. Application blank to be numbered and dated.
 - b. Application to be completed and returned to office within thirty (30) days. Date of return of application to be entered in permanent application registration book.
 - c. Date transcript of school records received to be entered in application registration book.
 - d. Date and results of mechanical tests recorded in application registration book.
 - e. Date application procedures completed. Must be within ninety (90) days.

B. Affirmative Action Plan:

1. Cooperate with schools, community colleges and vocational schools to develop programs which prepare students for entrance into apprenticeship and to encourage the use of pre-apprenticeship preparatory trade training.
2. Grant credit for previous trade experience or trade-related course for all applicants equally.
3. Admit persons who exceed the maximum age, where such action is necessary to assist the sponsor in achieving its affirmative action obligation.
4. Engage in any other such action as stated above to ensure the selection, employment, and training of apprentices during apprenticeship shall be without discrimination because of race, color, religion, national origin or sex.

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4. TERM OF APPRENTICESHIP:

The term of apprenticeship shall be as defined below, including the probationary period.

Any extension or reduction of this period of apprenticeship will be granted by the Apprenticeship Committee only upon adequate proof that an apprentice is entitled to such consideration.

| | |
|--|------------------------------------|
| Automotive Body & Fender | 4 years (8000 hours) of employment |
| Automotive Machinist (Automotive Repair Shops) | 4 years (8000 hours) of employment |
| Heavy Duty Equipment Mechanic | 4 years (8000 hours) of employment |
| Machinist Automotive (Machine Shops) | 4 years (8000 hours) of employment |
| Trailer, Container and Van Repair Mechanic | 4 years (8000 hours) of employment |

5. PROBATIONARY PERIOD:

All apprentices employed in accordance with these standards shall be subject to a probationary period not exceeding the first 1600 hours of the term of apprenticeship.

6. RATIO OF APPRENTICES TO JOURNEYMEN:

One apprentice may be employed in any shop where a journey-level worker is steadily employed, and one additional apprentice may be employed for every additional four journey-level workers steadily employed.

7. WAGE PROGRESSION:

Apprentices shall be paid the following minimum wage scale over the period of apprenticeship:

| | |
|--|----------------------|
| Automotive Body and Fender | 4 years (8000 hours) |
| Automotive Machinist (Auto. Repair Shops) | 4 years (8000 hours) |
| Heavy Duty Equipment Mechanic | 4 years (8000 hours) |
| Machinist Automotive (Machine Shops) | 4 years (8000 hours) |
| Trailer, Container and Van Repair Mechanic | 4 years (8000 hours) |

1st year: 1st 3 months 65% of the prevailing journey-level worker's Scale
 2nd 9 months 73% of the prevailing journey-level worker's Scale

2nd year: 12 months 77% of the prevailing journey-level worker's Scale

3rd year: 1st 6 months 80% of the prevailing journey-level worker's Scale
 2nd 6 months 85% of the prevailing journey-level worker's Scale

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4th year: 1st 6 months 90% of the prevailing journey-level worker's Scale
 2nd 6 months 95% of the prevailing journey-level worker's Scale

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8. WORK PROCESSES:

The apprentice shall receive such instruction and experience in all branches of the trade, including the preparation of material for installation as is necessary to develop a practical and skilled mechanic, versed in the theory and practice of this trade. The apprentice shall also perform such other duties in the shop as are commonly related to his/her apprenticeship.

A. Automotive Machinist (Automotive Repair Shops): D.O.T. #620.261.010

Including all repairing of automobiles, trucks, buses, motorcycles, all two or four cycle engines air or liquid cooled and all other own generally associated with the automotive industry as herein contained.

| | <u>Approximate Hours</u> |
|--|--------------------------|
| 1. Familiarization | 500 |
| New vehicle service, installation of accessories, body service, shop routine. | |
| 2. Brakes | 500 |
| Adjusting, relining, repair hydraulic systems, power operated brakes, air and vacuum brakes. | |
| 3. Chassis | 750 |
| Frame, steering units, front systems, shock absorbers, springs, shackles. | |
| 4. Clutch and transmission | 1000 |
| Clutches, transmissions, standard and automatic, overdrives and shift controls, power take-off. | |
| 5. Rear Axle Assembly | 750 |
| Differential, universal joints, drive lines, rear axle. | |
| 6. Power Plants | 1000 |
| Valves, timing gears and chains, piston and ring assembly, bearing and crankshaft, cylinder reconditioning, cooling system. | |
| 7. Electric System | 1000 |
| Wire and light system, generator and regulator motors, starting, windshield wiper, etc., instruments emission controls, and basic computers. | |
| 8. Motor analyzing | 1000 |

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Carburetors, fuel systems, distributors, etc., trouble shooting,
fuel injectors, tune-up and basic computers.

9. Automotive air-conditioning accessories and smog controls1000
10. Miscellaneous500
Exhaust systems, welding auxiliary devices, etc., shop
operations, service selling, and supervision, review.

TOTAL HOURS: 8000

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS
UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED
IN THESE STANDARDS.

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B. Machinist Automotive: (Machine Shops): D.O.T. #600.280-034 HOURS

This covers all machine shops that do automotive machine work (such as engine reconditioning and all other automatic unit rebuilding).

1. Bench work, dismantle, assembly valves, valve seats, inserts,
 rebuild internal combustion engines2000
2. Main line boring, bearing inserts, bearing and rebabbiting500
3. Cylinder boring, piston grinding, pin fitting brake drum lathe1250
4. Machine tool maintenance, grinding drills, reamers and cutters250
5. Lathe, plane, milling machine, cylinder grinding, general
 machine work and CNC computer operation.....3000
6. Crankshaft grinding1000

TOTAL HOURS: 8000

Machinist Automotive (Machine Shops): (Optional Work Experience)

1. Centering125
2. Sand Blasting125
3. Magnifluxing250
4. Straightening250
5. Shot Peening250
6. Lathe Work500
7. Metalizing750
8. Internal Grinding750
9. Cylindrical Grinding2000
10. Crankshaft Grinding3000

TOTAL HOURS: 8000

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS
UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED
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C. Automotive Body and Fender: D.O.T. #807.381.010

Covering all shops that do body and fender work, radiator repairing, replacing of glass and upholstery, auto painting and all other work generally associated as herein contained.

| | <u>Approximate Hours</u> |
|---|--------------------------|
| 1. Correcting damaged fenders; roughing out, dinging damaged parts, welding and strengthening filing; solder, grinding, removing; replacing; and realigning | 1500 |
| 2. Refinishing and spotting; rough and wet sanding feathering out; cleaning; masking; application of primer and surfacer with spray gun; water sanding | 1500 |
| 3. Repairing and replacing door and body panels; window regulator assembly; removing door lock assembly; removing and replacing upholstery and glass; rehanging and aligning doors..... | 1500 |
| 4. Other processes to be learned, basic computer, body solder and plastic application; use of pneumatic hammer in metal dinging; shrinking of stretched metal; lining up and hanging hoods and decklids; straightening lining up bumpers; cleaning and polishing various finishes; use and care of spray equipment..... | 1500 |
| 5. Removing and installing; aligning and finishing turret tops; removing, replacing and repairing shell, grill, and radiators; also squaring and correct installation on frame | 2000 |
| TOTAL HOURS: | 8000 |

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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D. Heavy Duty Equipment Mechanic: D.O.T. #625.281.010 Approximate Hours

Covers repairing and rebuilding of all heavy duty machinery including cats, tractors, shovels, graders and all similar types of equipment.

1. Gasoline Engine Repairs1500
 - a. Pistons, rings, valves, and bearing
 - b. Fuel systems - carburetion and fuel pumps
 - c. Ignition, starter, and electrical systems
 - d. Lubrication system and oil pumps
 - e. Cooling systems
2. Diesel Engine Repairs1500
 - a. 2 - cycle engines
 - b. 4 - cycle engines
 - c. Piston, rings, valves and bearings
 - d. Injection systems
 - e. Scavenging systems
 - f. Starting systems
 - g. Cooling systems
 - h. Lubricating systems
3. Drive and Control Systems2000
 - a. Clutches and drives
 - b. Transmissions and transfer cases and power take-off
 - c. Final drives
 - d. Reel Wheel
 - e. Tracks and track suspension systems
4. Equipment Repair and Maintenance2500
 - a. Winches and hoisting gear
 - b. Hydraulic and pneumatic systems
 - c. Air compressors
 - d. Bulldozers, graders, and motor road patrols
 - e. Cranes, clamshells and draglines
 - f. Ditchers and black-hoes
 - g. Welding and burning (gas and electrical)
 - h. Basic computer
5. Lubrication and Lubrication Systems of all Equipment.500

TOTAL HOURS: 8000

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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| | | | |
|-----|---|----------------------------|--------------|
| E. | <u>Trailer, Container, Van Repair Mechanic:</u> | <u>D.O.T. #807.281.010</u> | <u>Hours</u> |
| 1. | Welding | | 2000 |
| a. | Welding of all materials used in construction and repair of containers. | | |
| b. | Scarfig with air arc | | |
| c. | Cutting with gas torch | | |
| d. | Straightening and repairing frames | | |
| 2. | Container/Van Repair | | 2500 |
| a. | Replacement and repair of panels | | |
| b. | Reinforcement of sides | | |
| c. | Replacement of corner posts and corner plates | | |
| d. | Replacement of roof rails, rub rails and trim | | |
| e. | Punching or drill for riveting | | |
| f. | Riveting | | |
| (1) | (a) Stripping damaged material | | |
| | (b) Removing damaged doors | | |
| | (c) Removal and replacement of skid plates | | |
| (2) | (a) Knowledge of proper procedure for installing foam and batt insulation. | | |
| | (b) Weather stripping doors | | |
| | (c) Weather stripping refrigerator units | | |
| (3) | Woodwork in connection with body repair | | |
| 3. | Chassis and Brakes | | 2000 |
| a. | Service all braking systems; air, electric and hydraulic | | |
| b. | Replacement or repair of air valves, wheel bearing, seals, drums, wheel studs, parking brakes and anti-lock (121) systems | | |
| c. | Axle replacement and alignment | | |
| d. | Replacement or repair of suspension systems, radius rods, spring hangers and springs, slack adjusters | | |
| e. | Adjust all types of trailer brakes | | |
| f. | Electrical wiring and fixture repair or replacement | | |

SEATTLE AUTOMOTIVE MACHINISTS APPRENTICESHIP COMMITTEE

- 4. Miscellaneous1500
 - a. Familiarization
 - b. Trouble shooting
 - c. Basic Computer
 - d. Transportation Refrigeration
 - e. Those hours designated to miscellaneous training may be utilized on auxiliary devices or other areas of container repair.

TOTAL HOURS: 8000

ALL OF THE FOREGOING WORK EXPERIENCE AS HEREIN NOTED IS UNDERSTOOD TO MEAN AS IT PERTAINS TO THE TRADE HEREIN INVOLVED IN THESE STANDARDS.

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9. RELATED/SUPPLEMENTAL INSTRUCTION:

- A. Each apprentice shall enroll in and attend classes in subjects related to this trade, as approved by the State Board for Community and Technical Colleges, for a minimum of 144 hours per year.
- B. The methods of related/supplemental training shall consist of one or more of the following:
 - (X) Supervised field trips
 - (X) Approved training seminars
 - (X) A combination of home study and approved correspondence courses
 - (X) Technical Colleges
 - (X) Community college
 - () Training trust
 - (X) Other (specify) - Approved by JATC In-House Training
- C. Hours 201 or 3 quarters of classes at Technical or Community Colleges.
- D. Satisfactory progress must be maintained in related training classes. (See Section 10, Administrative/Disciplinary Procedures.)

10. ADMINISTRATIVE/DISCIPLINARY PROCEDURES: None

11. COMPOSITION OF COMMITTEE AND ALTERNATES:

The Seattle Automotive Machinists' Apprenticeship Committee shall be composed of an equal number of labor and management members representing the auto repair industry, the trucking industry, the independent auto dealers, auto machine shops, trailer and container industry, and equipment industry.

The Employer Representatives Shall Be:

SEATTLE AUTOMOTIVE MACHINISTS APPRENTICESHIP COMMITTEE

Dave Mantel, Chairman
Stevedoring Services of America
Terminals/C.E.M. Division
1359 South Lander
Seattle, WA 98134

Ron Alzheimer
Saturn of Renton
555 SW Grady Way
Renton, WA 98055

Steve Fox
Saturn of Lynnwood
PO Box 5095
Lynnwood, WA 98046-5095

The Employee Representatives Shall Be:

Edd Kuehn, Secretary
District Lodge No. 160
9135 - 15th Place S.
Seattle, WA 98108

John Logan
6714 47th Street SW
Seattle, WA 98136

Ralph Henry
PO Box 1141
Maple Valley, WA 98038

12. SUBCOMMITTEE: None

13. TRAINING DIRECTOR/COORDINATOR:

Dave Mantel, Coordinator
SSA Terminals, LLC
1131 SW Klickitat Way
Seattle, WA 98134